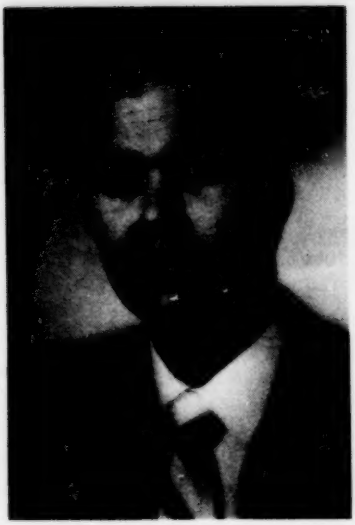

Honourable Wayne Cheverie, Q.C.
Minister of Labour

TO HIS HONOUR

THE HONOURABLE LLOYD MacPHAIL
Lieutenant Governor of the Province of Prince Edward Island

May It Please Your Honour:

I have the honour to submit herewith the Report of the Department of Labour for the period ended December 31, 1988.

I have the honour to be, Sir,

Your obedient Servant,

WAYNE CHEVERIE, Q.C.
Minister of Labour

TO THE HONOURABLE WAYNE CHEVERIE, Q.C.
MINISTER OF LABOUR
Charlottetown, P.E.I.

Sir:

I have the honour to submit herewith the Report of the Prince Edward Island Department of Labour for the period ended December 31, 1988.

Respectfully submitted,

ROBERT CROCKETT
Deputy Minister

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December 31, 1988

Honourable Wayne D. Cheverie, Q.C.
Minister of Labour
P.O. Box 2000
Charlottetown, P.E.I.

Sir:

It pleases me to submit my third report as Deputy Minister which summarizes the transactions, affairs and activities of the Department of Labour for the calendar year 1988.

The past year has proven, once again, to be a particularly busy year, both for the Department and for myself personally.

On September 5, 1988, certain amendments to the **Labour Act** were proclaimed into law which, among other issues, provided for the transfer of non-instructional school board employees from the **School Act** to the **Labour Act**; and, the transfer of certain hospital employees from the **Hospital Act** to the **Labour Act**, for the purposes of collective bargaining.

Effective October 1, 1988, certain amendments to the **Labour Act** were proclaimed which, among other amendments, provided that vacation pay will be paid to all employees of employers covered by Part III of the **Labour Act**, Employment Standards. In addition, Executive Council approved an increase, effective October 1, 1988, in the minimum wage from $4.00 per hour to $4.25 per hour for employees eighteen years of age and over, and from $3.25 per hour to $3.75 per hour for employees under age eighteen. A further increase from $4.25 to $4.50 per hour for employees eighteen years of age and over, and from $3.75 to $4.00 per hour for employees under age eighteen will come into effect April 1, 1989.

Government's **Pay Equity Act** was proclaimed into law effective October 1, 1988, and the Pay Equity Bureau under Ms. Faye Martin-Birt is extremely busy in preparing for the negotiations which will commence for the Civil Service of Government in January of 1989.

The long awaited Workplace Hazardous Materials Information System (WHMIS) became law across Canada in October of 1988. P.E.I.'s WHMIS Regulations were proclaimed into law effective October 31, 1988. This important initiative, which was designed to ensure that workers are properly informed about the risks and safe handling of hazardous substances, resulted from the extensive co-operation among labour, industry and government of all levels.

Due to exigencies surrounding the role of the Labour Relations Board and the ability of the Board to respond to matters of industrial relations which were current and critical, government moved, in May of 1988, to re-structure and increase the size of representation on the Board so as to enable due process in matters that were before the Board for resolution.

I attended the following meetings during the past year:

February 11 - Winnipeg, Manitoba. Agenda regarded Occupational Health and Safety - Workplace Hazardous Materials Information System;

February 17 - Ottawa, Ontario. Canadian Labour Market and Productivity Centre (CLMPC) Board of Directors. Agenda regarded, "Impact of Change on the Labour Market", "Ship Building and Ship Repairing", and "Construction Sector Concerns";

March 28 - Fredericton, New Brunswick. Presented P.E.I.'s Pay Equity legislation to a committee of the New Brunswick government studying the subject.

April 26-28 - Ottawa, Ontario. Represented the Minister of Labour at the Canadian Conference of the Canadian Federation of Labour;

May 2-5 - Ottawa, Ontario. Canadian Association of Administrators of Labour Legislation (CAALL), a body comprised of Deputy Ministers of Labour and Occupational Health and Safety. Agenda included matters related to the annual meeting of CAALL and International Labour Organization (ILO) issues;

September 12-15 - Cornerbrook, Newfoundland. 47th Annual Meeting of CAALL. Agenda included matters related to trends and developments in industrial relations, occupational health and safety issues, the impact of free trade on labour legislation and collective agreements, and part-time employment and affirmative action programs.

In June of 1988, I was appointed as a Governor, Hazardous Materials Information Review Commission by the Governor in Council, Canada.

Functions performed by members of the Council:

- working cooperatively and constructively in a tripartite environment (government, business and labour);
- discussing policy issues pertaining to confidential business information related to hazardous materials in the workplace;
- evaluating the performance of the Commission;
- making recommendations to the Minister on changes to established procedures for the review of claims for exemption and appeal procedures;

- reviewing changes to the fees required for filing a claim for exemption or an appeal, making recommendations to the Minister and maintaining the self-financing requirement for the Commission;
- making rules on the internal affairs of the Commission; and
- making recommendations on the appointment and the performance of the President.

In early September the Department was moved from its offices at 3 Queen Street to its newly renovated headquarters at 31 Gordon Drive, Sherwood. On November 9, 1988, the official opening ceremonies and dedication of the building was held. The new facilities have been named in honour of the late Honourable J. Elmer Blanchard, Q.C., Minister of Labour for P.E.I. from 1966 to 1970. The late Minister is best remembered for re-writing P.E.I.'s Labour legislation which remains as the cornerstone of today's **Labour Act**. Also, the two boardrooms in the new facilities were named in honour of two well known labour representatives of our province in the persons of the late Mr. Merrill McAlduff and the late Mr. George McInnis.

We acknowledge, with thanks, the cooperation of the families of these three prominent Islanders in making these recognitions possible.

We would also acknowledge the important roles played by the Community of Sherwood and the Department of Transportation and Public Works in making this new office space available to the Department.

I must commend to you the Assistant Deputy Minister, Mr. Roger Kennedy, and Directors of Divisions and Staff for their cooperation and assistance throughout the past year.

Respectfully submitted,

Robert Crockett
Deputy Minister

ADMINISTRATION

Administrative Officer: Douglas Carr

The 1987/88 fiscal year original approved budget for the Department was $1,236,800. During the year additional funds in the amount of $43,100 were received by way of special warrant. The special warrant was requested to cover costs incurred by the Labour Relations Board in carrying out its role in the Canadian Auto Workers/United Food and Commercial Workers dispute.

The total actual expenditures for the 1987/88 fiscal year were $1,278,292. Total revenue received by the Department was $231,944. A detailed expenditure and revenue report for 1987/88 follows.

DEPARTMENT OF LABOUR

Statement of Expenditures
For the Year Ended March 31, 1988

Division	Original Estimate	Actual Expenditure
Labour Administration		
Administration	$ 43,000	$ 28,734
Equipment	1,000	1,312
Materials & Supplies	6,700	7,170
Salaries	217,300	226,488
Travel	14,600	16,086
TOTAL Labour Administration	282,600	279,790
Industrial Relations		
Administration	500	269
Materials & Supplies	1,000	952
Professional Services	10,800	8,872
Travel	1,800	661
TOTAL Industrial Relations	14,100	10,754
Labour Standards		
Administration	900	172
Materials & Supplies	1,200	1,155
Professional Services	500	406
Salaries	76,400	76,390
Travel	6,500	5,718
TOTAL Labour Standards	85,500	83,841
Boiler Inspection		
Administration	1,300	980
Equipment	200	1,591
Materials & Supplies	3,400	2,149
Salaries	136,800	130,781
Travel	16,000	12,999
TOTAL Boiler Inspection	157,700	148,500
Labour Relations Board		
Administration	1,200	457
Materials & Supplies	900	1,353
Professional Services	1,500	68,028
Salaries	55,800	55,797
Travel	3,500	3,244
TOTAL Labour Relations Board	62,900	128,879

Labour Management Relations Council		
Administration	400	52
Materials & Supplies	1,100	1,197
Salaries	6,900	6,795
Travel	500	325
TOTAL Labour Management Relations Council	8,900	8,369
Labour Management Branch		
Administration	400	159
Materials & Supplies	200	177
Salaries	40,800	41,267
Travel	3,500	3,498
TOTAL Labour Management Branch	44,900	45,101
Occupational Health & Safety		
Administration	4,500	2,791
Equipment	6,300	10,804
Materials & Supplies	4,400	11,887
Salaries	405,100	419,237
Travel	70,000	60,526
TOTAL Occupational Health and Safety	490,300	505,245
Women's Division		
Administration	700	1,643
Equipment		2,394
Materials & Supplies	3,600	2,906
Professional Services	3,000	897
Salaries	72,500	54,266
Travel	10,100	5,707
TOTAL Women's Division	89,900	67,813
TOTAL DEPARTMENT EXPENDITURES	$1,236,800	$1,278,292

STATEMENT OF REVENUE

For the Year Ended March 31st, 1988

	Original Estimate	Actual Receipts
Boiler Inspections	$48,000	$ 66,666
Engineers' Fees	2,000	5,622
Electrical Inspections	125,000	158,694
Other		962
TOTAL DEPARTMENT REVENUES	$175,000	$231,944

DEPARTMENT OF LABOUR

INDUSTRIAL RELATIONS DIVISION

Roger W. Kennedy
Assistant Deputy Minister and Chief Conciliation Officer
Wayne MacKinnon, Roy Doucette, James Coles
Conciliation Officers
Sylvia Bell
Secretary

During the first nine months of 1988, the Prince Edward Island labour force averaged 63,000; of this number, 55.6 per cent were male and 44.4 per cent were female. Approximately 13,000 workers were unionized, 10,500 in the public sector and 2,500 in the private sector. In the public sector 56 per cent were female and 44 per cent were male, while in the private sector 73 per cent were male and 27 per cent were female.

Labour Canada quotes major settlements for the second quarter of 1988 as 3.7 per cent for the public sector and 5.2 per cent for the private sector.

Statistics Canada shows Prince Edward Island average hourly earnings industrial aggregate for July, 1988 as $7.68 compared to July, 1987 at $7.17, an increase in earnings of 51 cents an hour or 7.1 per cent.

For the third consecutive year, Prince Edward Island remained strike and lockout free. This was accomplished during the successful negotiating of 42 collective agreements, including all of the trades agreements with the Construction Association of P.E.I.

The Province provided conciliation services in the following cases:

Usen Fisheries Limited and Local 1252 United Food and Commercial Workers. Settled (pending from last report).

Summerside Adult Development Centre and Prince Edward Island Union of Public Sector Employees. Settled.

Construction Association of Prince Edward Island and Local 1, International Union of Bricklayers and Allied Craftsmen. Settled.

Salvation Army Sunset Lodge and Prince Edward Island Union of Public Sector Employees. Not settled at Conciliation Officer stage. Conciliation Board established. Pending.

The General Hospitals of Prince Edward Island and Local 942 International Union of Operating Engineers. Settled.

Georgetown Shipyards Inc. and International Association of Machinists and Aerospace Workers Lodge 1934. Settled.

City of Charlottetown and Local 501 Canadian Union of Public Employees. Not settled at Conciliation Officer stage. Settled by Arbitration.

Summerside Sea Products and Local 1252 United Food and Commercial Workers. Settled.

Sacred Heart Home and Local 1588, Canadian Union of Public Employees. Settled.

Maritime Electric Company Ltd. and Local 1432 International Brotherhood of Electrical Workers. Settled.

City of Charlottetown and Local 3041, Canadian Union of Public Employees. Pending.

General Hospitals of Prince Edward Island and Prince Edward Island Nurses' Union. Pending.

EMPLOYMENT STANDARDS DIVISION

Wayne MacKinnon, William G. Monteith

The role of the Employment Standards Division is to administer and enforce Part III of the Labour Act. The Act endeavours to ensure employees receive payment of wages, vacation pay, paid holidays, proper notice of termination or pay in lieu thereof, payment of minimum wage and overtime, and maternity leave protection. The Division also provides legislative information to the public through telephone contact, office interviews, information seminars, routine inspections and distribution of Department literature.

The year 1988 has provided further rights and benefits for the unorganized labour force. Effective October 1, 1988 the minimum hourly rate was increased to $4.25 per hour for employees eighteen years of age and over and to $3.75 per hour for those under eighteen years of age. Also on October 1, 1988, Part III of the Labour Act was amended to provide vacation pay to employees for all hours worked.

The Division was called upon to investigate 156 formal complaints during 1988; and of the 156 formal complaints 140 have been resolved. The remaining 16 cases are still under investigation.

The total sum of monies received from the 140 complaints which have been resolved is as follows:

Vacation Pay	$15,681.99
Wages	28,101.45
Pay in Lieu of Proper Notice	3,028.37
	46,811.81

The following statistical data gives a brief breakdown of what happened during 1988 in the Division

Inquiries	3,134
Routine Inspections	407

A division staff member attended the 20th Annual Meeting of the Committee on Employment Standards which is a sub-committee of the Canadian Association of Administrators of Labour Legislation.

EMPLOYMENT STANDARDS ADVISORY BOARD

Michael F. Hennessey, Chairman

The role of the Board is to hear appeal presentations from employers who have had a complaint filed against them for alleged violations of Part III of the Labour Act, and also to make recommendations to the Lieutenant-Governor-in-Council with regard to changes in the Minimum Wage Order.

During 1988 the Board held four meetings which dealt with four appeal presentations. The four appeals dealt with unpaid wages, unpaid vacation pay and pay in lieu of proper notice. The Board also recommended and received approval for two increases in the Minimum Wage Order. The first increase, which became effective October 1, 1988, raises the eighteen and over rate to $4.25 per hour and the under eighteen rate to $3.75 per hour. The second increase, which becomes effective April 1, 1989, raises the eighteen and over rate to $4.50 per hour and the under eighteen rate to $4.00 per hour. Adjustments were also made in the Board and Lodging rates.

The Employment Standards Board now consists of Michael Hennessey, Chairman; and members Wayne Vessey, Debbie Panton, Carl Riggs and Diane Campbell.

LABOUR RELATIONS BOARD (P.E.I.)

Chairman, M. Lynn Murray

Vice-Chairman, J. J. Revell

Chief Executive Officer, Roy J. Doucette

The year 1988 has been long and trying for the Board as it endeavours to resolve the CAW - CFCW dispute which has necessitated extensive hearings and deliberations on the part of the Board.

During 1988 the Board completed seven other cases in its area of responsibility. Of the seven cases dealt with; two applications for certification have been granted, one application for certification was denied, two applications for amendment of certification were approved, one application for amendment of certification was denied, and an application to treat two companies as one was denied.

At the time of writing, the Board has eight applications for certification, six unfair labour practice complaints and one application for reconsideration to deal with.

Board composition changed significantly during 1988. J.J. Revell, former Chairman now on sabbatical leave, was replaced by M. Lynn Murray as Chairman, with J.J. Revell now filling the Vice-Chairman position. The Chief Executive Officer position has also changed; Roy Doucette now fills that position.

The Board has also increased in number with the appointment of two more members, and a new member was also appointed to replace Jim MacDonald. Members of the Labour Relations Board are Harry Snow, Ray McBride, Gerry Doyle, Ted Crockett, Lloyd Weeks, James E. McTague, Elizabeth MacFadyen and Judy Goodwin.

OCCUPATIONAL HEALTH AND SAFETY DIVISION

Paul Deveau, Director

BOILER AND PRESSURE VESSELS SECTION

Miller West	- Chief Boiler Inspector
Barry Cudmore (LTD)	- L.P. Gas Inspector
Steve Donovan	- Boiler Inspector
Ken Hynes	- Boiler Inspector
Roger Walsh	- L.P. Gas Inspector
Marjorie Ramsay	- Administrative Assistant

ELECTRICAL AND ELEVATOR INSPECTION SECTION

Ed Power	- Chief Electrical Inspector
William Chappell	- Electrical Inspector
Ralph Dawson	- Electrical Inspector
Les Graves (LTD)	- Electrical Inspector
Jerrold MacLean	- Elevator Inspector
Ivan MacWilliams	- Electrical Inspector
Joe Peters	- Electrical Inspector
Albert Stairs	- Electrical Inspector
Miriam Drake	- Secretary

OCCUPATIONAL HEALTH AND SAFETY SECTION

Brian Kelly	- Chief Occupational Health and Safety Officer
Ed Dornan	- Occupational Health and Safety Officer
Aurell Johnston	- Occupational Health and Safety Officer
Phyllis MacDonald	- Director of Education (Retired June, 1988)
George Stewart	- Occupational Health and Safety Officer
Heather McKenna	- Secretary

MANDATE OF THE DIVISION

With the overall objective of the Division being towards safety and health, the Boiler and Pressure Vessels Section was amalgamated into the Division this year. The increased spectrum of coverage is an enhancement which will provide for greater protection of workers and the general public.

BOILER INSPECTION BRANCH

Through the administration of the Boilers and Pressure Vessels' Act and Regulations, the Boilers and Pressure Vessels' Branch of the Occupational Health and Safety Division, pursues its objective of providing reasonable protection to life and property where boilers, pressure vessels, and L.P. gas are being used. This legislation requires that boilers, pressure vessels and pressure piping be designed, constructed, installed, and operated according to adopted codes and standards.

DESIGN REGISTRATION

Designs for boilers, pressure vessels, fittings, and pressure piping systems are submitted to the Branch for review and registration. The Branch surveys them for compliance with Regulations and applicable codes governing sound engineering practices, material specifications, welding and construction procedures, and quality control systems.

DESIGN REGISTRATIONS - BOILERS, PRESSURE VESSELS, PRESSURE PIPING, FITTINGS	160 Designs

INSPECTIONS

The Branch inspects and tests boilers and pressure vessels during and after construction (when constructed locally) as well as after installation. At the time of initial inspection, a certificate to permit operation is issued to the owner. Service inspections are carried out during the operating life of the boiler or pressure vessel.

TOTAL NO. OF INSPECTIONS/ INVESTIGATIONS:	407 Boilers
	604 Pressure Vessels
	0 Accidents
	0 Injuries
	0 Fatalities
	147 Potential Hazards

PRESSURE WELDING AND BRAZING

The same criteria which governs registration of designs also applies to welding procedures. A welding procedure is a document which sets out certain minimum details which must be adhered to in order to produce a weldment that meets minimum code requirements.

Under the Boilers and Pressure Vessels' Act, the quality of weldments is the responsibility of the manufacturers or contractor. The first step in guaranteeing the quality required is the submission of the welding procedure for review and registration. The second step is the qualification of the individuals who will fabricate the actual weldments.

WELDING PROCEDURES CURRENTLY REGISTERED 46

BRAZING PROCEDURES CURRENTLY REGISTERED 11

PRESSURE WELDERS CERTIFIED FOR 1988 51

PRESSURE BRAZERS CERTIFIED FOR 1988 10

QUALITY ASSURANCE

According to the Boilers and Pressure Vessels' legislation, all persons, firms, or corporations installing boilers, pressure vessels, or pressure piping must be registered as a Mechanical Contractor. To obtain this registration, submission of a basic Quality Control Manual outlining the scope of work and capability is required.

QUALITY CONTROL MANUALS REGISTERED 33

MECHANICAL CONTRACTORS LICENSED FOR 1988 28

CALIBRATION OF MEASURING DEVICES

By agreement with the Seafood Processors' Association and as required by Federal Regulations governing seafood processing plants, the Boiler Inspection Branch conducts inspections and calibration of approximately 80 measuring devices and retorts each year. The fees charged are an hourly rate plus total kilometers.

L.P. GAS INSPECTION

Design Registration

The first step in the construction of an L.P. Gas system which meets the safety requirements of the Regulations is the submission of plans for approval and registration.

L.P. GAS DESIGNS REGISTERED FOR 1988 146

Of the 146 designs registered, 98 have received final inspection and approval.

L.P. Gas Inspections

Gas inspections are carried out at random consumer sites which fall under L.P. Gas Code as well as at gas plants and of bulk delivery vehicles used in the L.P. Gas industry to ensure that minimum safety requirements are met. Total L.P. Gas inspections for 1988 stands at 487 inspections consisting of the following breakdown:

CLASS "A" PLANTS 1

CLASS "B" PLANTS	1
CLASS "D" PLANTS	20
BULK TRUCK	3
PROVINCIAL CONSUMER SITES	254
FEDERAL SITES	50
REINSPECTIONS	158

Potential Hazards

During each inspection, individual areas which do not meet code requirements and present possible hazards to the safety of individuals are noted and REPAIR ORDERS issued. Total potential hazards in the L.P. Gas systems, to date, are 374. Of this number, 191 hazardous conditions have been rectified through cooperation between the inspection agency, consumer and gas supplier.

Propane Personnel Certification

All persons involved in the fabrication, installation, and repair of propane sysems and appliances as well as those persons involved in the handling of propane gas in any manner must obtain certification. Certification is issued by the Branch upon successful completion of examinations. All examinations and the qualifications required to write them ensure that the certificate holders have the standards of experience, competency and knowledge required in their respective fields. During this year, 38 applicants wrote examinations in different areas of the L.P. Gas industry with the following results.

DISPENSER OPERATOR	32 Applicants	13 Certificates issued.
DOMESTIC GAS FITTER	3 Applicants	1 Certificate issued.
CYLINDER DELIVERY	3 Applicants	1 Certificate issued.
TOTAL CERTIFICATES ISSUED IN 1988		15 Certificates.

Currently Licensed Personnel

DISPENSER OPERATOR	74
DOMESTIC GAS FITTER	15
BULK PLANT OPERATOR	17
GAS INSTALLER	17
TANK TRUCK OPERATOR	18
INDUSTRIAL GAS FITTER	29

CYLINDER DELIVERY	5
CARGO LINER	2
GAS MECHANIC	2
TOTAL	179

There were three accidents involving L.P. Gas reported to the Branch during 1988. Two of these were of a minor nature with no injuries resulting. The third accident was more serious and resulted in injury to one individual. The injury-related accident was investigated by the Branch and a report prepared for the RCMP.

POWER ENGINEER CERTIFICATION

The Power Engineers' Legislation requires that qualified personnel be in attendance when larger power plants and heating plants are in operation. The qualifying examinations used are Interprovincial. Candidates receiving qualifications as Power Engineers in this province can transfer to any province or territory in Canada with the exception of Ontario and vice-versa.

Examinations Conducted

FIRST CLASS	1
SECOND CLASS	5
THIRD CLASS	8
FOURTH CLASS	25
REFRIGERATION "A"	1

Power Engineers Licensed for 1988

FIRST CLASS	8
SECOND CLASS	23
THIRD CLASS	65
FOURTH CLASS	171
REFRIGERATION "A"	8
REFRIGERATION "B"	18

Plant Registration

It is required by the Power Engineers' Act that all plants requiring operators be registered and a certificate of registration be issued. The certificate must show the rating of the plant, the class of license required for Chief Engineer and Shift Engineer.

Classification of Plants Currently Registered

FIRST CLASS	4
SECOND CLASS	2
THIRD CLASS	14
FOURTH CLASS	34
REFRIGERATION "A"	2
REFRIGERATION "B"	10

GENERAL INFORMATION

The Boiler Inspection Branch is presently involved in the development and implementation of computer systems for their various programmes. This technology will provide, among other things, a more efficient and detailed method of reporting statistics.

During the year, staff members participated on a number of committees, both at the Provincial and National level.

ELECTRICAL INSPECTION BRANCH

The year, 1988, was a busy year for the electrical construction industry, reflecting the strong pace set by the building construction industry in the Province. The Electrical Inspection staff carried out in excess of 10,000 inspections province wide during the year.

During 1988, two electrical inspectors retired from government service under the early retirement program. These vacant positions have been filled.

Elevator inspections and lightning rod inspections continued at about the same level as last year.

In addition to the regular inspections that were carried out, comprehensive inspections were conducted on behalf of Public Works Canada on the Dominion Building in Charlotetown, and the Government of Canada Building in Summerside. These projects were carried out under a contract with Public Works Canada.

Computerization of the Electrical Inspection data and inspection systems is presently being studied. It is anticipated that preliminary work associated with the computerization program will commence during 1989.

ELECTRICAL/ELEVATOR INSPECTION SERVICES

Electrical Activities

Applications for Inspection	4894
Connection Permits Issued	3010
Fees Collected	139,667.82*

Licenses Issued Annually

Electrical Contractors	192
Journeymen	301
Apprentices	52
Special	21

Examinations

Qualifying Examinations for Electrical Contractors

Date of Examination	No. Contestants	No. Qualifying
Jan., 1988	6	3
July, 1988	7	6

Elevator Activities

NO. OF INSPECTIONS

New installations	3
Existing Installations	188
Fees Collected	10,373.00*

Lightning Rod Activities

NO. OF INSPECTIONS

Applications Received for Lightning Rod Inspection	33
Licenses Issued	2
Lightning Rod Manufacturers Agents and Installers	5

* Fees collected are for the period January 1, 1988, to October 15, 1988.

OCCUPATIONAL HEALTH AND SAFETY BRANCH

During the second year of operation, occupational health and safety continued to receive increased demands of its services. Services being provided to workers and employers are increasing dramatically as we assist in areas of education and consultation while also enforcing the Occupational Health and Safety Act.

The Workplace Hazardous Materials Information System Regulations were promulgated on October 31, 1988. These regulations impose specific requirements for labels, material safety data sheets and worker education for all workplace chemicals.

The Director of Education retired in June 1988, which left a void in a very crucial aspect of Division service, such as accident prevention education. We hope to have this position reinstated due to its critical nature and continued requests for educational seminars.

The Occupational Hygienist position also became vacant following the incumbents promotion to Director. Following a lengthly search for a qualified replacement, we are optimistic of filling the vacancy in January of 1989.

TRANSFER OF OFFICERS

On March 16, 1988, Aurell Johnston's office was transferred to the Montague Regional Services Centre and Ed Dornan's office was transferred to the Summerside Regional Services Centre. These transfers were beneficial for everyone concerned, particularly employers and employees in Prince and Kings County. The transfer allows employers and employees much better service on inspections, educational courses and for advice and general information.

NUMBER OF INSPECTIONS

Occupational Health and Safety Officers carried out 1269 workplace inspections with 30 Stop Work Orders being issued. All close orders were issued to the Construction Industry. Areas in which close orders were issued were in trenching, road construction and in building construction.

CONTACTS

There were 981 contacts made during the last year. Contacts being telephone inquiries or people wishing to speak to an Officer about the Act and regulations or looking for advice about how to correct a hazard or potential hazard.

EDUCATIONAL

The Occupational Health and Safety Officers carried out 140 Educational Seminars.

Some of the topics of these seminars were interpretation of the Act and Regulations, Electrical Safety, Machine Guarding, Safety Committees, Confined Space, Indoor Air Quality, Signallers' Course, WHMIS.

Staff Training and Development

- Two officers attended a 3 day seminar on Electrical Safety.
- Two officers attended a 1 day seminar on Public Works Job Safety--trenching and confined space.
- One officer attended a 1 1/2 day seminar on asbestos abatement.
- One officer attended a 3 day blaster course.
- One officer attended a 4 day meeting on WHMIS Regulation Seminar (Development of Regulations).
- One officer attended a 5 day course on WHMIS instruction course.
- One officer atended an Atlantic Provinces meeting on proposed new regulations on asbestos for the Atlantic Provinces.
- One officer attended a 2 day meeting with other provinces chief officers.
- Two officers atended the New Brunswick Occupational Health and Safety Commission Annual Safety Conference.
- Four officers attended the P.E.I. Labour Management Conference.

OCCUPATIONAL HEALTH AND SAFETY COUNCIL

George Proud, Chairman
Heather McKenna, Secretary

1. **Council Functions**

The functions of the Occupational Health and Safety Council include:

- to review services, develop programs and co-ordinate the activities of agencies;
- to advise and assist government departments, agencies, and groups in the development of policies and programs;
- to develop and supervise the provision of technical advisory services and to disseminate information;
- to make recommendations regarding occupational health and safety legislation to the government; and
- to advise the Minister on matters concerning the Act and regulations.

2. **Council Meetings**

The Council held four regular meetings during 1988.

Occupational Health and Safety as it relates to the Farming Community was the primary subject at these meetings.

3. **Council Membership**

John DeMarsh	- Professional
Cecil Dunbar	- Public
Adelard Gallant	- Fishing
Sandra Gordon	- Women/Nursing
Sandy MacKay	- Labour
Arthur MacDonald	- Worker's Compensation Board
Neville McKittrick	- Manufacturing
Herb Pridham	- Agriculture
George Proud	- Chairman of Council
Francis Reid	- Management

Others

Charles Campbell	- Deputy Minister of Health and Social Services (Ex Officio)
Roger Kennedy	- Assistant Deputy Minister of Labour (Ex Officio)

Phyllis MacDonald, Executive Officer of the Occupational Health and Safety Council retired from the Department of Labour, June 30, 1988. This position has not been filled.

Mr. Arthur J. MacDonald was appointed Chairman of the Worker's Compensation Board, replacing Leo Rossiter. Mr. MacDonald will now represent the Worker's Compensation Board on the Council.

4. **Council Office**

The Council operates out of the Department of Labour. Mail to Council should be addressed as follows:

Occupational Health and Safety Council
Department of Labour
31 Gordon Drive
P.O. Box 2000
Charlottetown, P.E.I.
C1A 7N8
Telephone (902) 368-5470

PAY EQUITY BUREAU

Faye Martin-Birt, Commissioner of Pay Equity

Legislation

The Prince Edward Island *Pay Equity Act* was proclaimed October 1, 1988, with the objective being the establishment and maintenance of the principle of equal pay for work of equal value in the Province's Civil Service and broader public sector.

The Act stipulates various stages and deadlines in the implementation of the pay equity process. For the Civil Service, negotiations must begin three months after the Act comes into force; e.g., January 2, 1989, and for other public sector employers, fifteen months after proclamation. Pay equity adjustments must begin (Stage IV) to be applied twenty-four months after the commencement of negotiations (Stage I). In the interim, Stage II and III cover the application of the evaluation plan or system and the allocation of the quantum of pay equity adjustments.

Pay Equity Bureau - Function

The Act establishes the Pay Equity Bureau with a mandate which includes providing assistance and education to the parties; monitoring the process to ensure compliance with the requirements of the legislation; as well as authorizing investigative and adjudicative powers with the Commissioner of Pay Equity and the Pay Equity Officers.

Activities - Pay Equity Bureau

- Faye Martin-Birt was appointed as the Commissioner of Pay Equity on August 1, 1988.
- Recruitment and selection processes were undertaken for the filling of two (2) Pay Equity Officer positions.
- Training sessions were conducted to assure a comprehensive level of knowledge of the parties prior to the commencement of the legislated process.
- Numerous public information sessions were attended by Pay Equity Bureau personnel to promote sensitization of the general public.

DEPARTMENT OF LABOUR OFFICIALS AND PERSONNEL

MINISTER OF LABOUR, THE HONOURABLE WAYNE D. CHEVERIE, Q.C.

DEPUTY MINISTER OF LABOUR, ROBERT CROCKETT

ASSISTANT DEPUTY MINISTER OF LABOUR, ROGER W. KENNEDY

ADMINISTRATION

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Linda Birt, Secretary to Minister of Labour and Deputy Minister
Doug Carr, Administrative Officer

INDUSTRIAL RELATIONS

Roger Kennedy, Chief Conciliation Officer
Roy Doucette, Conciliation Officer
Wayne MacKinnon, Conciliation Officer

EMPLOYMENT STANDARDS

Wayne MacKinnon, Chief Employment Standards Inspector
William Monteith, Employment Standards Inspector

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Heather McKenna, Secretary
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Ed Dornan, Occupational Health and Safety Officer
Aurell Johnston, Occupational Health and Safety Officer
George Stewart, Occupational Health and Safety Officer
Ed Power, Chief Electrical Inspector
William Chappell, Electrical Inspector
Ralph Dawson, Electrical Inspector
Miriam Drake, Secretary
Les Graves, Electrical Inspector (on Long-Term Disability)
Jerrold MacLean, Electrical and Elevator Inspector
Ivan MacWilliams, Electrical Inspector

Joe Peters, Electrical Inspector
Albert Stairs, Electrical Inspector
Miller West, Chief Boiler Inspector
Barry Cudmore, L.P. Gas Inspector (on Long-Term Disability)
Stephen Donovan, Boiler and Pressure Vessel Inspector
Ken Hynes, Boiler and Pressure Vessel Inspector
Marjorie Ramsay, Secretary
Roger Walsh, L.P. Gas Inspector

WOMEN'S DIVISION

Heather Orford, Director
Faye Martin-Birt, Pay Equity Commissioner
Margaret Creamer, Secretary
Glenda Rodd, Research Asssitant

LEGISLATION ADMINISTERED BY THE DEPARTMENT OF LABOUR

Prince Edward Island Labour Act

Minimum Age of Employment Act

Power Engineers Act

Boiler and Pressure Vessels Act

Workers' Compensation Act

Blind Workmen's Compensation Act

Truck Operators Remuneration Act

Occupational Health and Safety Act

Construction Safety Act

Electrical Inspection Act

Elevator and Lifts Act

Pay Equity Act

Lightning Rod Act

PRINCE EDWARD ISLAND DEPARTMENT OF LABOUR ORGANIZATIONAL CHART